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Area Wage Survey
Phoenix, Ariz.
July 1984

U.S. Department of Labor
Bureau of Labor Statistics
Summary
September 1984

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This summary presents results of a July 1984 survey of occupational wages and supplementary benefits in the Phoenix Standard Metropolitan Statistical Area, which consists of Maricopa County. This is 1 of 92 areas which the Bureau of Labor Statistics surveys at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 71 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 123 establishments employing 87,106 workers was selected to represent 1,186 establishments employing 269,392 workers in the area. (See table 5 for further information on the scope of the survey.) Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and health, insurance, and pension plans for nonsupervisory production and related workers and office workers.

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

New or revised occupational descriptions are being introduced in this survey for secretaries, stenographers, word processors, messengers, receptionists, general maintenance workers, motor vehicle mechanics (formerly maintenance mechanics motor vehicles), and material handling laborers. Boiler tenders are no longer surveyed.

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Table 1. Hourly earnings[1] of selected occupations in Phoenix, Ariz., July 1984

Occupation	Number of workers			Hourly earnings (all workers)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																				
	All[2]	Men	Women	Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 10.00	10.00 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 and over
Secretaries	2,524	4	2,504	8.07	7.77	6.75– 9.37	–	–	7	19	38	183	267	258	268	295	236	165	360	275	99	24	4	1	5	–
Secretaries I	320	–	320	6.29	6.05	5.90– 6.52	–	–	2	6	15	100	108	40	22	11	15	1	–	–	–	–	–	–	–	–
Secretaries II	534	4	522	7.43	7.11	6.34– 8.01	–	–	5	11	19	41	73	69	118	64	31	12	25	65	–	–	–	1	–	–
Secretaries III	620	–	620	8.17	8.08	7.26– 9.12	–	–	–	2	4	24	36	45	91	90	92	64	115	42	11	–	4	–	–	–
Secretaries IV	516	–	508	8.82	8.89	7.51– 9.89	–	–	–	–	–	–	15	56	35	93	35	35	127	65	49	1	–	–	5	–
Secretaries V	334	–	334	9.86	9.85	8.65–10.58	–	–	–	–	–	–	–	–	1	13	40	41	84	93	39	23	–	–	–	–
Typists	290	–	290	5.29	5.19	4.76– 5.66	–	9	21	74	81	74	14	–	6	10	1	–	–	–	–	–	–	–	–	–
Typists I	280	–	280	5.27	5.15	4.76– 5.65	–	9	21	74	81	65	13	–	6	10	1	–	–	–	–	–	–	–	–	–
Word processors	319	6	313	6.63	6.49	5.77– 7.11	–	–	–	–	13	100	51	32	74	31	5	3	1	9	–	–	–	–	–	–
Word processors I	191	6	185	6.17	5.94	5.72– 6.88	–	–	–	–	7	90	39	8	46	1	–	–	–	–	–	–	–	–	–	–
Word processors II	122	–	122	7.32	7.11	6.54– 7.92	–	–	–	–	6	10	12	24	25	30	2	3	1	9	–	–	–	–	–	–
File clerks	386	5	366	4.62	4.59	3.75– 5.00	43	86	41	106	52	33	4	4	3	7	1	6	–	–	–	–	–	–	–	–
File clerks I	227	–	212	4.14	3.85	3.50– 4.53	43	86	31	41	17	2	–	1	–	1	–	5	–	–	–	–	–	–	–	–
File clerks II	119	5	114	5.20	4.91	4.65– 5.50	–	–	10	50	30	18	3	2	1	5	–	–	–	–	–	–	–	–	–	–
Messengers	33	29	4	4.31	4.27	4.07– 4.27	–	–	30	–	1	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–
Receptionists	102	–	102	5.41	5.19	5.00– 5.80	–	2	6	7	53	10	11	12	–	–	–	–	–	1	–	–	–	–	–	–
Switchboard operators	257	11	246	5.32	5.00	4.62– 5.79	–	–	31	96	32	47	24	10	8	–	4	–	3	–	–	2	–	–	–	–
Key entry operators	791	10	721	6.52	6.08	5.67– 7.13	–	–	–	23	97	186	175	88	69	39	23	62	15	12	–	2	–	–	–	–
Key entry operators I	391	10	358	6.08	6.00	5.62– 6.23	–	–	–	21	40	125	122	46	9	18	–	1	5	2	–	2	–	–	–	–
Key entry operators II	400	–	363	6.96	6.78	5.83– 8.22	–	–	–	2	57	61	53	42	60	21	23	61	10	10	–	–	–	–	–	–
Computer operators	790	436	276	9.11	8.74	7.50–10.33	–	–	–	–	–	12	26	73	90	48	115	69	124	71	75	49	35	3	–	–
Computer operators I	263	97	154	7.43	7.26	6.86– 8.00	–	–	–	–	–	6	26	47	65	12	88	16	3	–	–	–	–	–	–	–
Computer operators II	306	199	57	9.14	9.19	8.10–10.23	–	–	–	–	–	6	–	26	19	22	22	38	93	52	21	7	–	–	–	–
Computer operators III	221	140	65	11.06	11.45	9.48–12.82	–	–	–	–	–	–	–	–	6	14	5	15	28	19	54	42	35	3	–	–
Peripheral equipment operators	26	9	5	7.54	7.43	7.08– 7.82	–	–	–	–	–	–	1	5	8	6	3	2	1	–	–	–	–	–	–	–
Drafters	556	458	43	9.61	9.69	8.30–10.92	–	–	13	2	22	7	3	31	41	3	24	24	143	118	50	40	14	17	4	2
Drafters I	59	57	2	5.68	5.25	4.88– 7.00	–	–	13	2	22	–	–	–	22	–	–	–	–	–	–	–	–	–	–	–
Drafters II	78	70	8	7.19	6.78	6.55– 8.00	–	–	–	–	–	5	3	31	14	3	9	10	3	–	–	–	–	–	–	–
Drafters III	179	146	12	9.70	9.66	9.48–10.56	–	–	–	–	–	2	–	–	–	–	14	13	98	40	10	2	–	–	–	–
Drafters IV	133	98	1	10.71	10.56	9.93–11.15	–	–	–	–	–	–	–	–	–	–	1	1	40	47	31	5	5	2	1	–
Drafters V	102	82	20	12.26	12.11	10.92–13.59	–	–	–	–	–	–	–	–	–	–	–	–	2	29	9	33	9	15	3	2
Electronics technicians	772	722	28	11.16	11.50	10.00–13.43	–	–	–	–	–	62	32	–	1	20	6	3	47	175	124	58	101	135	8	–
Electronics technicians I	41	26	1	9.06	7.85	7.63–10.28	–	–	–	–	–	–	1	–	1	20	–	–	7	6	–	6	–	–	–	–
Electronics technicians II	343	316	27	11.43	11.50	10.00–13.43	–	–	–	–	–	–	–	–	–	–	6	3	40	92	101	–	101	–	–	–
Electronics technicians III	233	225	–	13.59	14.61	12.30–14.61	–	–	–	–	–	–	–	–	–	–	–	–	–	15	23	52	–	135	8	–
Maintenance carpenters	70	66	–	11.62	11.49	10.29–12.89	–	–	–	–	–	–	1	–	1	1	–	2	9	13	9	24	–	–	10	–
Maintenance painters	29	29	–	13.05	13.86	12.63–13.99	–	–	–	–	–	–	–	–	1	–	–	–	–	–	2	10	16	–	–	–
Maintenance machinists	247	247	–	13.11	14.61	11.70–14.61	–	–	–	–	–	–	–	–	–	–	–	–	–	56	26	19	12	130	5	–
Maintenance mechanics (machinery)	1,100	1,100	–	12.17	11.75	11.02–14.61	–	–	–	–	–	–	–	–	–	–	63	21	92	90	357	79	28	370	–	–
Motor vehicle mechanics	817	817	–	12.10	12.27	11.50–12.64	–	–	–	–	–	–	–	1	–	2	8	14	28	85	145	402	70	6	56	–
General maintenance workers	705	688	17	7.49	7.00	5.65– 9.60	–	–	9	105	47	55	82	50	15	73	30	27	50	97	60	5	–	–	–	–
Tool and die makers	67	67	–	12.74	12.75	12.68–13.15	–	–	–	–	–	–	–	–	–	–	–	–	–	5	1	29	32	–	–	–
Stationary engineers	108	108	–	13.06	12.89	12.38–13.99	–	–	–	–	–	–	–	–	–	–	–	1	2	3	14	37	40	–	11	–

See footnotes at end of table.

Table 1. Hourly earnings[1] of selected occupations in Phoenix, Ariz., July 1984 —Continued

Occupation	Number of workers			Hourly earnings (all workers)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																		
	All[2]	Men	Women	Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 10.00	10.00 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 and over
Truckdrivers	3,405	3,143	3	10.53	10.78	9.10–12.46	–	–	1	64	51	35	23	23	312	86	61	76	500	573	510	583	521	3	1	2
Truckdrivers, light truck	56	52	–	6.32	6.00	5.25– 7.50	–	–	1	–	26	–	11	2	2	10	1	–	–	3	–	–	–	–	–	–
Truckdrivers, medium truck	228	228	–	7.97	7.67	4.75–12.32	–	–	–	64	24	12	8	–	6	12	3	18	15	2	5	41	18	–	–	–
Truckdrivers, heavy truck	1,029	1,026	3	10.04	10.50	9.50–10.78	–	–	–	–	1	2	4	3	125	1	1	–	176	561	98	5	49	2	1	–
Truckdrivers, tractor-trailer	1,687	1,687	–	11.21	11.88	9.75–12.46	–	–	–	–	–	21	–	–	125	51	20	43	274	7	407	517	219	1	–	2
Shipping packers	53	51	–	5.88	5.99	5.60– 5.99	–	–	–	–	–	51	–	–	1	1	–	–	–	–	–	–	–	–	–	–
Material handling laborers	371	326	–	5.70	5.30	4.80– 6.38	–	–	12	115	70	28	54	43	36	4	3	2	3	1	–	–	–	–	–	–
Forklift operators	766	667	99	8.00	7.67	6.30– 9.07	–	–	–	126	22	31	52	38	66	85	9	11	190	–	50	60	26	–	–	–
Guards	2,415	1,563	165	5.36	5.00	3.60– 6.62	261	477	220	194	245	251	126	106	191	131	61	34	10	108	–	–	–	–	–	–
Guards I	1,038	544	36	4.68	3.65	3.50– 5.70	223	367	6	54	65	112	27	46	39	32	45	22	–	–	–	–	–	–	–	–
Guards II	697	379	89	6.26	5.75	4.50– 7.00	–	78	74	56	84	63	69	60	64	11	8	12	10	108	–	–	–	–	–	–
Janitors, porters, and cleaners	2,193	894	395	4.49	3.70	3.40– 5.00	652	731	167	73	81	84	43	100	93	32	25	33	69	–	8	2	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework, production bonuses, and commission systems, are included in the wages reported; nonproduction bonuses are excluded. Cost-of-living allowances are considered as part of the workers' regular pay. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate.

[2] May include data for workers not identified by sex. Similarly, for occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

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Table 2. Annual paid holidays for full-time workers in Phoenix, Ariz., July 1984

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	5	(1)
In establishments providing paid holidays	95	99
Number of holidays:		
2 half days	1	-
3 half days	1	-
7 half days	(1)	-
3 holidays	2	(1)
4 holidays	2	-
5 holidays	-	(1)
6 holidays	17	5
Plus 1 half day	1	(1)
7 holidays	8	11
Plus 1 half day	2	(1)
Plus 3 half days	(1)	(1)
8 holidays	18	16
Plus 1 half day	-	1
9 holidays	14	25
10 holidays	20	24
11 holidays	7	13
12 holidays	5	3
Average number of paid holidays where provided (in days)	8.2	9.0

[1] Less than 0.5 percent.
Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Phoenix, Ariz., July 1984

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	4	(*)
In establishments providing paid vacations	96	99
Length-of-time payment	95	99
Percentage payment	1	(*)
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	7	6
1 week	14	41
Over 1 and under 2 weeks	2	(*)
1 year of service:		
Under 1 week	2	–
1 week	42	13
2 weeks	51	86
Over 2 and under 3 weeks	1	(*)
3 weeks	1	1
Over 3 and under 4 weeks	–	(*)
2 years of service:		
1 week	17	3
Over 1 and under 2 weeks	2	–
2 weeks	64	84
Over 2 and under 3 weeks	9	12
3 weeks	3	1
Over 3 and under 4 weeks	1	(*)
3 years of service:		
1 week	7	1
Over 1 and under 2 weeks	2	–
2 weeks	75	85
Over 2 and under 3 weeks	9	12
3 weeks	3	1
Over 3 and under 4 weeks	1	(*)
5 years of service:		
1 week	5	1
Over 1 and under 2 weeks	2	–
2 weeks	42	27
Over 2 and under 3 weeks	11	20
3 weeks	34	51
Over 3 and under 4 weeks	1	(*)
4 weeks	2	1
Over 4 and under 5 weeks	–	(*)
10 years of service:		
1 week	5	(*)
Over 1 and under 2 weeks	2	–
2 weeks	14	6
Over 2 and under 3 weeks	(*)	(*)
3 weeks	58	73
Over 3 and under 4 weeks	3	(*)
4 weeks	13	20
5 weeks	(*)	–
Over 5 and under 6 weeks	–	(*)
15 years of service:		
1 week	5	(*)
Over 1 and under 2 weeks	2	–
2 weeks	12	5
3 weeks	25	22
Over 3 and under 4 weeks	5	9
4 weeks	42	62
5 weeks	5	2
Over 5 and under 6 weeks	–	(*)
20 years of service:		
1 week	5	(*)
Over 1 and under 2 weeks	2	–
2 weeks	12	5
3 weeks	19	14
20 years of service: –Continued		
Over 3 and under 4 weeks	1	(*)
4 weeks	43	67
Over 4 and under 5 weeks	2	7
5 weeks	12	6
6 weeks	(*)	–
Over 6 and under 7 weeks	–	(*)
25 years of service:		
1 week	5	(*)
Over 1 and under 2 weeks	2	–
2 weeks	12	5
3 weeks	19	14
Over 3 and under 4 weeks	1	(*)
4 weeks	22	50
Over 4 and under 5 weeks	2	7
5 weeks	32	22
6 weeks	(*)	1
Over 6 and under 7 weeks	–	(*)
30 years of service:		
1 week	5	(*)
Over 1 and under 2 weeks	2	–
2 weeks	12	5
3 weeks	19	14
Over 3 and under 4 weeks	1	(*)
4 weeks	22	48
Over 4 and under 5 weeks	2	7
5 weeks	32	25
6 weeks	(*)	–
Over 6 and under 7 weeks	–	(*)
7 weeks	–	1
Maximum vacation available:		
1 week	5	(*)
Over 1 and under 2 weeks	2	–
2 weeks	12	5
3 weeks	19	14
Over 3 and under 4 weeks	1	(*)
4 weeks	22	48
Over 4 and under 5 weeks	2	7
5 weeks	32	25
6 weeks	(*)	–
Over 6 and under 7 weeks	–	(*)
7 weeks	–	1

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Less than 0.5 percent.

[3] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals

Table 4. Health, insurance, and pension plans offered to full-time workers in Phoenix, Ariz., July 1984

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	97	99
Life insurance	94	99
Noncontributory plans	86	86
Accidental death and dismemberment insurance	87	89
Noncontributory plans	80	73
Sickness and accident insurance or sick leave or both[2]	88	97
Sickness and accident insurance	41	47
Noncontributory plans	34	43
Sick leave (full pay and no waiting period)	61	82
Sick leave (partial pay or waiting period)	20	14
Long-term disability insurance	41	62
Noncontrihutory plans	31	41
Hospitalization insurance	95	99
Noncontributory plans	72	48
Surgical insurance	95	99
Noncontributory plans	72	48
Medical insurance	95	99
Noncontributory plans	72	48
Major medical insurance	95	99
Noncontributory plans	72	48
Dental insurance	68	75
Noncontrihutory plans	52	45
Health maintenance organization	41	69
Noncontrihutory plans	14	22
Retirement pension	69	88
Noncontributory plans	65	78

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, social security, and railroad retirement.

[2] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Table 5. Establishments and workers within scope of survey and number studied in Phoenix, Ariz.,[1] July 1984

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	1,186	123	269,392	100	123,452	45,314	87,106
Manufacturing	50	249	25	80,085	30	46,619	13,481	32,066
Nonmanufacturing[5]	50	937	98	189,307	70	76,833	31,833	55,040

[1] The Phoenix Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Maricopa County. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other statistical series for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets of companies in such industries as trade, finance, auto repair service, and motion picture theaters (within a Standard Metropolitan Statistical Area or nonmetropolitan county) are considered as one establishment.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; laundries and other personal services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); engineering and architectural services; and miscellaneous business services. Major industries excluded from this survey are agriculture; mining; construction; some services (notably educational institutions and medical services); and government operations.

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Regions VII and VIII
Federal Office Building
911 Walnut St., 15th Floor
Kansas City, Mo. 64106
Phone: 374-2481 (Area Code 816)

VII
Iowa
Kansas
Missouri
Nebraska

VIII
Colorado
Montana
North Dakota
South Dakota
Utah
Wyoming

Regions IX and X
450 Golden Gate Ave.
Box 36017
San Francisco, Calif. 94102
Phone: 556-4678 (Area Code 415)

IX
Arizona
California
Hawaii
Nevada

X
Alaska
Idaho
Oregon
Washington